

Update from People and Organizational Development Directorate

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Institute Planning Meeting
4-7 October 2016



Institute Planning Meeting

Exciting
Science!
Week!
People!



A shared vision

Shared Vision
Better Science
Better Lives



Quality of
discussions

Engagement
and
Participation

Asking the
right
questions



Who is P&OD?

Partners



Negotiators

Colleagues

Staff representatives

Advocators

Management representatives

Auditors

Judges

Counselors

Collaborators



Police?




Investigators

Facilitators

Family



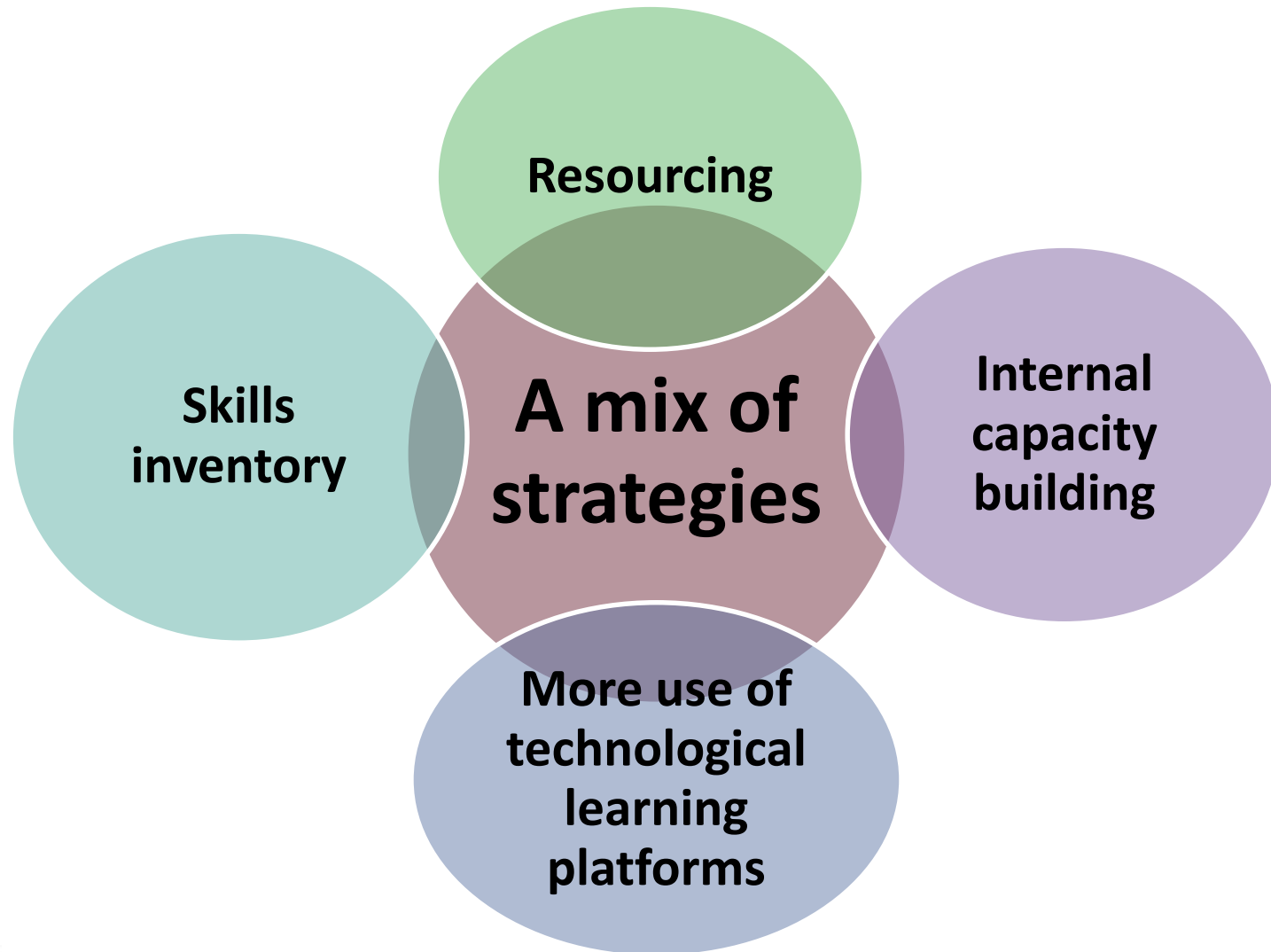
Trending words @ IPM....

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- ◆ Influencing ◆ Integration
- ◆ Impact ◆ Output driven
- ◆ Responsive ◆ Critical mass in the regions
- ◆ Marketing campaigns
- ◆ Nimble ◆ Newbies ◆ Theory of Change
- ◆ New skills
- ◆ Collaboration ◆ Sympathetic
- ◆ Communication ◆ Networking
- ◆ BDU support

Implications to P&OD

- Identify concrete institutional priorities and plans
- Identify core competencies needed
- Acquire competencies
- Build capacity and competence in core functions for successful implementation

Investing wisely in talent



Teams

Key question:

- ➡ What does the world want from ILRI?
- ➡ What do we want from each other?
- Build and leverage on existing talent
- Strengthen internal cohesiveness and collaboration between programs and support functions as well as inter-program collaborations

TEAMWORK

Leadership

“Better Science keeps the Objective in mind”

- Leadership is key to keep us focused on the objective
- Leaders are not always born – sometimes they have to be made
- Management Development Program
- Leadership Development Program



High Performance

- Success means performance and vice versa
- Focus efforts towards delivery of critical success factors through high performance
- Performance management for institutional cohesion and excellence

Our values, our culture

“We should Walk the Talk”

Respect

Responsive

Responsibility

*Diversity
and
Inclusion*

Operational excellence

Our Responsiveness

Communicate:

- Policies and guidelines and reviews
- Microsite: ilri.org/pod
- Service level agreements
- Opportunities for growth: competency framework , career paths and career development plans
- Better partnerships
- Inclusiveness of regions
- Proactiveness

We would like to hear more of:

➡ Resource mobilization

What is not going away:

➡ “Theory of change”



**Thank
You!!!**

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ILRI thanks all donors and organizations who globally supported its work through their contributions to the **CGIAR system**

Patron: Professor Peter C Doherty AC, FAA, FRS

Animal scientist, Nobel Prize Laureate for Physiology or Medicine—1996

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ILRI has offices in East Africa • South Asia • Southeast and East Asia • Southern Africa • West Africa



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